

Civil Service Exemption Article 3, Special Town Meeting

Sandy Pooler, Town Manager

Julie Flaherty, Police Chief

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Article 3 Impact

- Current Civil Service Hiring
 - Civil Service Exam
 - Physical exam
 - Town can hire 2x + 1
 - Must hire in order of test score or use bypass
 - Preference for Arlington residents
 - Preference for veterans
 - Civil Service Protections
- Proposed Change
 - Town Exam/Assessment Center
 - Physical exam
 - Town can hire best candidates
 - Town can hire best candidates
 - No preference for Arlington Residents
 - No preference for veterans
 - Civil Service Protections

Current lack of applications is making filling vacancies very hard

Benefits of Article 3

- Increased applications
 - Police applications are down severely
 - Town that have left civil service have many more applicants
- Flexibility in hiring dates
- Hire the best candidates, avoid by-pass process
- Increase diversity
 - Hire candidates of color and with language skills
 - Enhance diversity of perspectives and motivations